

BOT CANDIDATE WRITTEN INTERVIEW

NAME: **Holly A.**

DATE: **7/23/25**

SECTION A. S.L.A.A. QUALIFICATION

A-1. Are you applying for the Board of Trustees (BOT) as an [circle all that apply]:
• **S.L.A.A. Member** • Non-Member • Returning BOT member

A-2. How long have you been a member of S.L.A.A.? 5.5 years

• Please explain any lapses of membership.

No lapses of membership.

A-3. What are your bottom-line behaviors?

Ignoring, overlooking abusive behavior, Obsessive fantasizing over emotionally unavailable people, Ignoring self care, Having sex outside of marriage, Contacting a former sex partner, Pursuing unavailable people, Living with abusive people, Spending time with abusive people, Having sex too soon or unprotected sex, Not leaving an abusive relationship, Argumentativeness.

A-4. What is your current, continuous sobriety date? 6 to 30 years sober

A-5. Have you worked the entire 12 Steps with a sponsor? • **Yes** • No

• If Yes, please describe. If No, please explain.

Group Co-Sponsorship and Co-Sponsorship May 2021- May 2025 working the steps through the SLAA Step Questions Workbook with all associated Readings, Anorexia Steps Booklets 1-12 and Readings. Started another group 2023 to Step 4 and another group to Step 1 in Step Questions Workbook with Anorexia Booklets 1-12

A-6. Do you currently have a program sponsor and/or service sponsor? • **Yes** • No

• If Yes, how does your sponsor relationship work? If No, please explain.

Group Co-Sponsorship currently in Anorexia Booklets for third round in two groups.

A-7. How often do you attend S.L.A.A. meetings?

2-3 times a day.

A-8. What, if any, service positions have you held within S.L.A.A.?

Chair, Zoom Screenshare, Zoom Host, Group Secretary, Meeting Contact, Service Trainer, Business Chair, Document Keeper, Service Recruiter, Newcomer Liaison/Outreach, Outreach Contact List Keeper

A-9. Have you served on any S.L.A.A. Conference Committees? • Yes • No

- If Yes, what committee did you most enjoy and why? If No, please feel free to explain.

Briefly on Conference Service Committee (**CSC**), Conference Literature Committee (**CLC**), Attending Conference By-Laws Committee (**CBC**).

A-10. Helpful S.L.A.A. resources include the S.L.A.A. Basic Text, the FWS Website (www.slaafws.org), the FWS Newsletter, the Journal magazine, the Conference Service Manual (CSM) and the Corporate By-Laws.

- Please describe your familiarity with these resources.

Read Basic Text in Step Questions Workbook readings and Weekly Group Meeting. Reference F.W.S. Website for Question/Answer, Book Store, Group/Intergroup Service, SLAA Terms.
Read Journal magazine daily for 15 minutes at Group Meetings,
Read Conference Service Manual (CSM)
Read Corporate ByLaws

SECTION B. PROFESSIONAL SKILLS

B-1. What business or professional experience, if any, do you have? (i.e. accounting, audit, commerce, human resources, information technology, legal, management, etc.)

Administrative, Secretarial, Sales, Data Entry.

B-2. Have you worked at a nonprofit agency or have other volunteer experiences?

Church Choir, Vestry & Meeting Minutes, Coffee Coordinator, Party decorator and planner.

B-3. Have you done service work or been on a BOT outside of S.L.A.A.? If so, describe.

No.

B-4. This question is to give us an idea of what additional skills/resources you have that would be useful for serving on the BOT.

| | | |
|---|-------|------|
| Are you comfortable writing and editing documents? | • Yes | • No |
| Are you willing to carry on business discussions using email? | • Yes | • No |
| Have access to email? | • Yes | • No |
| Have access to the internet? | • Yes | • No |
| Have your own personal computer in order to ensure confidentiality? | • Yes | • No |
| Are you willing to register an email address with Google Groups? | • Yes | • No |

Are you willing to adapt to new technology?

• Yes • No

• Please feel free to explain any special circumstances:

None.

SECTION C. INTERPERSONAL SKILLS

C-1. In service at the group level, healthy interpersonal skills can be a deciding factor in effective communication and collaboration. How do you define the key elements of healthy interpersonal skills?

Listening skills, Active Listening, Patience, Willingness to welcome Everyone, Checking in that I'm understood, Direct communication is my style, Asking for what I need, Offering what I am available for and knowing my limits.

• What are your personal strengths here?

Assisting others in formulating Group Motions, Documenting Protocols for Service and Group Safety, Moving things forward, Big picture person. I am a project starter.

• What are your weaknesses?

Starting projects I may not finish.

C-2. Give some examples of team or group work you've done involving group level decision-making.

Served as Group Secretary over a total of 3 years for two SLAA Groups. Working with small groups to put forward a motion in writing involving detailed service to a Virtual Group on Zoom. Serving as a Group Secretary to enable the group to institute protocols and descriptions for service so that members can step into a service role. Training members for service. Providing Newcomers with an orientation to SLAA. Providing Newcomer Resources. Welcoming members to a Step Study Group for beginning Step Work by reading literature, silent study and answering questions.

• Please describe how your interpersonal skills contributed to group level decision-making in these examples.

Participated in Group business meetings consistently for 4 years and served as Group Secretary for several terms. Learned and taught Robert's Rules for moving through a business meeting with structure and fairness. Brought forth motions, provided amendments and points of information for informed decision making of the group. Historian for a Women & Non-binary Group Conscience.

C-3. Describe your understanding of group conscience.

The Group Conscience is arrived at by informed decision making either through discussion to a motion and vote for group unity, or by bringing forth a motion which is then discussed and voted upon by the group. As members align with HP's will, the group moves toward Unity.

C-4. Would you give an example of a situation involving conflict where you felt you were most and

least successful?

- Most: When there is disagreement among members,

When I became a Group Secretary, several members contacted me in regards to issues they had about other members doing service. I maintained an objective stance that accusations being leveled were not necessarily true. Service is not always performed perfectly, however if a pattern was observed I would make a request to adhere to the guidelines set forth by our GC. I always maintained every member's ability to attend according to our Preamble "the only qualification... is a desire to stop living out a pattern of SLA". Even members acting out on a particular day have a right to attend the next day if they can hold their emotional sobriety. When a member reaches out to complain, I work them through the steps 1,2,3 recognizing powerlessness over the other person, coming to believe an HP can restore them to sanity and turning their will and life over. Only if they have a HP, I then ask them if they would like to do a 4th step inventory, resentments and fears and fears about HP. Moving through any character defects that show up that they can take ownership of, turning those over to HP and asking for any living amends they wish to make. When members have open conflict, redirecting toward the topic at hand. Providing information that may inform members, patience and relying on the GC which is our agreement for how to conduct a business meeting.

- Least:

Getting in between, allowing myself to be triangulated into a role of rescuer and thinking I can resolve their problem with each other, taking a side or not allowing a person to share their thoughts on the matter.

C-5. The BOT recommends that BOT candidates serve at least three months on a BOT committee or BOT subcommittee in preparation for BOT service. Have you served on a BOT committee?

- Yes
- No

- If Yes, what were your contributions? If No, please feel free to explain.

I haven't had the chance yet.

SECTION D. ACCOUNTABILITY / RELIABILITY / AVAILABILITY

D-1. Is there anything foreseeable that may stand in the way of your fulfilling this service commitment if you were elected/confirmed to the BOT?

No

D-2. Have you ever chosen to step back from a service/professional commitment? If so, please explain.

No

D-3. At a minimum, the BOT has up to 12 two- to three-hour BOT meetings per year by conference call. These meetings are typically on Saturday mornings beginning as early as 7:30a.m. PT, 10:30 a.m.

ET. The BOT uses emails extensively for discussions and conducting business. Each BOT member is also expected to serve as BOT liaison to several Conference committees which meet at least once a month. Also, this BOT may have international members which means that each person must occasionally sacrifice convenience in order to accommodate all members on a call. Given this framework:

- Are you able to adjust your schedule and are you willing to do so gracefully? • Yes • No
- If you are traveling, are you willing to arrange to be on a call while away? • Yes • No
- Describe your availability to meet on weeknights, weekdays and weekends.

Any Time – Retired.

D-4. You are expected to travel to the Annual Business Meeting each year. Do you have any restrictions for traveling? • Yes • No

- If Yes, what are they?

Environmental Sensitivities prevent travel.

D-5. As a member of the BOT, your full name and address may be listed on the legal papers related to the non-profit corporation (*The Augustine Fellowship, Sex and Love Addicts Anonymous, Fellowship Wide Services, Inc.*), resulting in a loss of your anonymity, as these documents are public record. How do you feel about that and does it change your willingness to serve on the BOT?

No problem.

SECTION E. PERSONAL VALUES

Please write a 300 - 500 word essay for possible publication in the Journal magazine and/or the FWS Newsletter.

You may choose ONE of the following themes:

E-1. How do you practice the 12 Steps, 12 Traditions and/or 12 Concepts in your everyday, personal life?

E-2. Which Step/Tradition and/or Characteristic/Sign speaks most closely to your character defects and how do you find personal recovery?

E-3. The Fifth Tradition states “Each Group has but one primary purpose—to carry its message to the sex and love addict who still suffers.” What do you believe is the “message” of S.L.A.A., and how do our Traditions support translating such words into actions?

Note to applicants regarding this essay question:

Please DO NOT refer to your BOT application in this essay in order to provide material suitable for

publication in these outreach tools.

Please DO share your experience, strength and hope for the greater S.L.A.A. Fellowship around the world

God First

Tradition 1 states: Our common welfare should come first; personal recovery depends upon S.L.A.A. unity. How is unity arrived at? We cannot force unity. Unity does not come when we manipulate others into it. Contrarily, that is our addiction. So how do we get to “unity”. The lack of unity is observed when there is conflict between members of the fellowship with respect to decision making, determining what is best for the group, which position will adhere to the traditions. Conflict is not a time to fight with might for what is “right”. It is the time to step back and consult my HP with thoughtful prayer and meditation asking God for His will for me in the situation. What do the Steps and Traditions teach me about making a decision in this area? Should I speak? What would God have me say? Does the solution in my head align with the Steps and Traditions? Is the direction I’m pointing to aligning with HP’s will? What proof do I have? Is there confirmation from another trusted fellow? Does my HP want me to “wait”?

Tradition 2 states: For our group purpose there is but one ultimate authority -- a loving God as this Power may be expressed through our group conscience. Our leaders are but trusted servants; they do not govern. All the decisions we make in fellowship, from decisions about our meeting format, to decisions about service, decisions within our committees, the conference and the Board, have one focus: What is HP’s will? There is the million dollar question. How do we know? It’s the same in our relationships with all our fellows, our family, our friends, our neighbors, partners, co-workers and spiritual families. When we are aligned with Higher Power, then we can say that we are in unity, a unity that has our common welfare in mind. This can begin with two people. When two people, gathered together in the spirit of the steps, which are the principles of the program, consult and hear from HP, we can be at unity with one another.

I believe HP is One. This means that there is a way that is good, and right and just, and it is my endeavor to stay connected and to trust my HP in order to hear clearly what direction HP has set out for me in carrying the message to the sex and love addict who still suffers. In my youth, I have seen that sex and love addiction can lead to incarceration and death after a love triangle in which I was involved, ended. There are other types of prisons and spiritual deaths that lead to great misery. HP’s will is that we be free, that the tyranny of being enslaved to painful destructive patterns that drew us apart from ourselves, God and one another, can disintegrate by the love of a Power greater than ourselves, which can restore us to sanity. And that the 12 Steps give every member of SLAA a blueprint for living that we may work together in the fellowship to provide a place for people to come and recover from the malady of sex and love addiction, and that in this space of love that HP provides for us in His wisdom, we can learn to love ourselves and God first.

Higher Power, lead and guide us.

*In Love,
Holly A*

Additional comments, questions, or information for your written interview are welcome.

None.

BOT

Why do you want to serve on the Board of Trustees?

HOLLY A.

So, uh, I was asked to, and I'm feeling the calling to respond to what I'm being asked to do.

I also reached out to someone with whom I've done a lot of outreach service and other service work. And, um... you know, I think maybe there are people who are equipped to do that service, who are asked and don't say yes.

I also feel like there's something I can do to help move our Fellowship forward in a way that I'd like to have an impact—maybe helping to clean up some of our problems, if possible.

Honestly, I've picked up a lot of information in the last couple of months, and we'll see how that fleshes out. Maybe I'll have more to say about that throughout the interview.

BOT

What do you hope to accomplish?

HOLLY A.

Well, I hope to be of service, first and foremost, to the fellowship. So, whatever gifts and talents I have that can be utilized—from my work experience or from my connection to my Higher Power, because that's first and foremost in my life.

How my Higher Power directs me in decision-making and in observing and perceiving where we are—and maybe how to get us unstuck from some things that might be causing our fellowship, you know, unhappiness. I'll call it unhappiness.

And possibly, we could be more in line with Higher Power's will. You know, maybe we've gone astray. I've been hearing a beautiful song from my...(sic Handel's oratorio) Messiah that perhaps we have turned to our own way.

I'd like to help get us back on track to what 12-step is about—if I can be of help in that area.

BOT

What issues do you see the board facing with the current state of our S.L.A.A. fellowship?

HOLLY A.

Wow. Um, so I don't know all the ins and outs of the business in terms of, you know, keeping our bookstore open and our finances together. I do know that we have an issue with finances and, um... not having enough of a percentage of donations or contributions, as opposed to making money from the books—uh, from purchasing books at the bookstore.

But when it comes to our fellowship, the challenge I'm seeing—or, I can't even remember the question you asked—the challenge I'm seeing is, um... how perhaps we are interpreting and applying the Traditions and Concepts, and keeping our documents clean and following the Traditions, as opposed to following our own desires.

In particular, I have to say that I feel like conflict resolution is something that is handled by the Steps. That we do a Four-Step Inventory with people who are having conflict with someone.

That we don't engage in third-party resolution—that is, outside help. I think we've been handling our issues through third parties, and that is triangulation.

So, when it comes to even... I'm wondering what it is that causes conflict between committees. If a committee has a single purpose, how can committees be in conflict with one another?

But anyway, that seems to be the only place it really is, other than individuals who may just be, um, not interpreting their roles properly in their service positions, and stepping outside their responsibilities. I'll say it that way, in general.

BOT

What personal challenges can you foresee if you are elected to the BOT?

HOLLY A.

Well, so I saw that, um, it looks like between 20 and 30 hours a month, which seems doable. That's about 5 hours a week.

I just rotated out of some service roles in two groups that I serve, so that has freed up some attention I had been spending in another group—which seems to be coming more in line with serenity and sobriety.

So I'd like to focus my attention there. That should free up some time—I should have a few hours available every week.

I'm also house hunting, so I don't know how much time that might take during the period I'm actively searching—or if I actually make a purchase. Buying a home could temporarily pull me away from some responsibilities.

Otherwise, I am a retired, disabled person. I have chronic fatigue and chronic pain. I do have days when I'm, you know, down for the count.

But lately, I've been feeling quite energized. This has felt like a job that has stimulated my desire to serve—and to have a sense of purpose.

And I think that 5 hours a week—though it may fluctuate—is something I should be able to handle.

BOT

How would you describe your emotional sobriety?

HOLLY A.

Good question.

So, in the challenge of a transition—a huge transition that one of my groups just went through—I haven't been as emotionally sober as I've wanted to be, in terms of my reactivity. In some instances, I've reacted more than I'd like. But overall, I'm pretty pleased with how emotionally sober I can stay when there's drama around.

I've found that I can just hear from my Higher Power and be directed toward a path—toward fulfilling the service I feel called to.

I feel like the group secretary role is something I've been carrying for the last three years in two different groups, and now a third. And recently, we've moved to live business meetings for the first time.

I think that, because of my ability to conduct a live business meeting with some serenity and sobriety, it gives others a sense of security. As a result, we've been able to make lots of decisions in the last couple of months during this transition.

And if I could just add—because I live alone, I think that gives me time and space for emotional sobriety. I don't have any weather in the household, so to speak, that's pulling me off course.

But I do have a husband I'm separated from, and I do still depend on him for some things—due to my disability and the support he provides around the house. Staying in contact with him can sometimes pull me away from emotional sobriety.

But for the most part, I think we're working well as a separated couple. He's in another relationship, and Higher Power has brought me to a place of acceptance with the things I can't change.

S.L.A.A. has really helped keep me emotionally sober—especially because of all the wonderful fellows who spend time with me.

BOT

I am going to present a scenario and would like you to respond as best you can...Because you are a BOT member, a member of the Fellowship contacts you. The member is upset about something which either you, the BOT, or a staff member has done. The situation is something that has been discussed by either the full BOT or the appropriate committee and that group is comfortable with the situation and generally does not share the concerns of the member who has called you. Describe how you would handle the situation.

HOLLY A.

Well, I would try to explain, as best I could, how the Board of Trustees arrived at the decision—what was considered, and why.

I might share my own experience, strength, and hope about it. I'm hoping, of course, that the decision is something I agree with. But either way, I would support the decision—whatever it is. I support our group conscience, whatever we decide.

Even if I disagree, my job is to support that decision as best I can. This other person may also disagree, but I have faith that I have a Higher Power who will prevail in the situation, or bring me to a place of safety and peace within it.

Because maybe what they're not feeling is safe—and that's often what people feel when they're reacting strongly to a decision: unsafe.

So I would just try to trust the process, and invite them to do the same. See how things pan out, and whether it turns out that Higher Power is in it—even if I don't agree.

Maybe there's something I need to learn in that. And maybe they can learn something too, by going with the decision of the group conscience and the Board of Trustees.

BOT

With the information that you've shared in these interviews, which personal message would you like conference members to keep in mind as they face this important vote?

Holly A.

Oh, the vote for my candidacy—okay. Well, um, I'm going to share what I shared in my first, um, sort of, sort of, uh, position of authority and responsibility for the group conscience, and that is that I have a Higher Power.

And that was all I had at the time—having a Higher Power that, um, just keeps me on the straight and narrow. Um, I had to consult my Higher Power for a lot of the questions that I had, or go outside the group, of course, because there was no mentor for me in that group.

So I got some wonderful advice outside the group from other fellows. And then I just, you know, really just—as challenges came up—I just heard from Higher Power, and that meeting stayed serene for a good year under my, uh, support—serving as a trusted servant, as a group secretary.

So, um, just that I rely on my Higher Power to direct and guide me—and not just, you know, the opinions of others.

And that I focus first and foremost on the Principles, the Traditions, and the Concepts, as best as I can understand and interpret them with the help of my Higher Power—and to hear others' expressions of what that is, and to be able to express myself clearly—how I interpret it as well.

Unity comes when we are unified with the One—Higher Power—when we are in alignment with that. And nobody really knows what that is. But, uh, we find out. We learn.

And, um, yeah—so, I mean, Higher Power is what this program is about for me. My relationship with my Higher Power. And that's what I'm bringing with me as a Board of Trustee.

Follow Up Questions

BOT

What is your current continuous sobriety date? And you wrote 6 to 30 years sober. Which is great, but what is the actual date?

Holly A.

December 3rd, 2018—that was the day my husband walked out.

That was not a sobriety date I wanted to choose, but that was the beginning of my withdrawal.

So, I love that beautiful person who came through that inside me. I remember after my first couple of years, I was like, “Oh, you know, I just...” Anyway, that was my time to finally get back to my Higher Power, whom I found in 1996.

I found my Higher Power in 1996, then I got married in 1999 and 2000. And... I was getting disconnected from my Higher Power in subtle ways.

Before my husband left, I knew something was wrong. I knew I had to go to a 12-step program if I was going to get help.

I ended up in Al-Anon, went through withdrawal with Al-Anon, and then somebody referred me here.

So I would give that as my date. I also give 30 years, or whatever the other decades are, because before that, I made a decision to refrain from sex outside of marriage, as I found that was getting me into emotional trouble.

So I was already working this program in a sense, with the bottom lines I was setting for myself, because I found a Higher Power—and my Higher Power was speaking to me through another program.

It was telling me to get this relationship problem out of my system, and one of the ways to do that was to set a bottom line of no premarital sex, no sex outside of marriage.

Yeah, and I started making healthier decisions—with slips, haha. I’d say that’s why there’s that difference, that span.

Are there any more questions about that?

BOT

No.

BOT

Okay, uh, and then if you could expand on, uh, a question, an answer that you provided. Uh, the question was, uh, from the questionnaire: what are your weaknesses? And you wrote starting projects I may not finish. If you would just expand on that a bit, that'd be helpful, thanks.

Holly A.

Yeah, well, I guess you could say that I’m a project starter. I’m an idea person. I’m a big-picture person.

But, uh, I'm not necessarily a detailed person. I don't know, I think I'm answering my Myers-Briggs questions, or how Myers-Briggs pans out for me.

Because I'm a big-picture person, I'm bad at reading instructions. Okay, that's it—that's a weakness I have.

So if I can be directed back to reading those instructions and remind myself to do that, that helps.

What else did I say about my weaknesses? Sorry, I didn't finish.

Yeah, so I guess maybe I have a little bit of ADD, where I'm doing a lot of things at once. I think I'm a little bit of a workaholic, too.

But actually, maybe that's not even a weakness, because I do find that I complete what I start when I'm working on something for S.L.A.A. I mean, I'm going to bring motions, and we'll hash it out and decide if that's what the group needs or not.

But I suppose maybe more so with things around the house—yeah, things around the house aren't necessarily in the best shape, because I'm not finishing what I start.

I do think I have ADD, where I have difficulty even cleaning my space because my attention gets divided, and I get headed down rabbit holes instead of focusing on one thing to get it done.

How that will play out as a Board of Trustee, I don't know yet.

BOT

Okay. Now, when I was looking at, um the questionnaire that you completed, I realized that there was something that was incorrect as far as a question goes, and it's um, it was correct at one time, but... Uh, the hours for board meetings have changed... changed this year to... to... the, um, instead of being a consistent time on a consistent day, they are a different time. Well, we had 3 different times over, uh, each, each month.

Holly A.

My schedule's open. I'm retired, so my schedule is open.

BOT

Okay, that's good to hear. Let me go ahead and ask the question, since you might have seen it already, but I want to be sure.

At a minimum, the Board holds up to twelve 2- to 3-hour video meetings per year. These meetings typically take place on a Friday, Saturday, or Sunday, depending on your geographic location. We use Coordinated Universal Time (UTC) for scheduling, and the meetings could start at any time during the day or night. As a board member, you will also chair a BOT committee, which meets monthly, and serve as the BOT alternate on another board committee. The BOT uses email extensively for discussions and conducting business. Each BOT member is also expected to serve as a board liaison to several conference committees, which meet at least once a month. Because this board may have international members, everyone must occasionally sacrifice convenience to accommodate all members on a call.

So, the key new information here is that meetings could occur at any time, day or night. With that in mind, are you able to adjust your schedule accordingly? And are you willing to do so gracefully?

HOLLY A.

Yes.

BOT

Okay, uh, if you are traveling, are you willing to arrange to be on a call while away?

HOLLY A.

Uh, yes.

BOT

Describe your availability to meet on weeknights, weekdays, and weekends...

HOLLY A.

Anytime - weeknights, weekdays, or weekends.

BOT

Any additional comments or questions?

HOLLY A.

Oh, gosh!

Well, just to say that I'm really honored to have been asked. I feel like, you know, Jack must have been watching me in the scenarios—some of which I described—and I feel honored that he must have been pleased with how he saw me behaving, and the decisions, and the, you know, and the whatever it was that I was presenting that fell in line with what he thought might be good for the board. Like I said, I also know there are probably people who have lots more experience and longevity in the fellowship, and I have thought that we need a fellowship inventory of a sort, and I think that's kind of being conducted.

So, or at least I'm adding my hand in that, and just that there are people that care about this fellowship—and I care immensely, too. And I'm just happy that there are others who feel the way I do and want to help direct us to something that seems more fitting for a twelve-step program.

And this fellowship? Yeah—which I've heard is like folks who are in outside programs, or in other programs, you know, just kind of complain about us as being the hardest folks to get along with. So I think that our desire to stay and to work together just speaks to our love of the fellowship and what the founders started, and how important it is that we just keep going for our own sobriety and recovery.

So that's my comment, and I don't really have any questions. I've never served on a board, but I've served on a vestry at church, and I've—what else did I...? Oh, and I've been to a conference through my church—so, you know, making those big decisions together as a whole diocese and what that's like.

And also experienced a rift in our church, and the heartbreak of that—trying to do God's will as we be a family together.

BOT

Okay, thank you so much.